



## **Maria Chernaya**

Director General

Bonava Saint-Petersburg LLC

Dear members of the St. Petersburg International Business Association!

It is a great honour for me to run for election to the SPIBA Executive Committee. I trust the Bonava's experience in digitalisation, human resources management and internal communications will be of interest to the association and its members, especially during a pandemic.

Since 2017, I have been the Country Manager for Bonava Saint-Petersburg. A significant part of my professional career is linked to this company. I joined NCC, from which Bonava AB later spun off, back in 2005, when the company decided to open its office in Russia.

As a lawyer, I have been involved in interaction with government authorities a lot. Later, already in management positions, I was very much focussed on organisational development, the internal atmosphere in the company, as well as the emotional well-being and involvement of employees. Under my leadership, Bonava has improved its Team Performance Index as well as its Leadership Index.

SPIBA is a unique platform for St. Petersburg for informal, friendly communication between company leaders and an open exchange of best practices and business experience. Such meetings are indispensable for finding new points of growth for the company, new approaches to improving personal efficiency. After all, even an MBA degree is not a guarantee of the subsequent productivity of a manager. A prerequisite is the continuous use and refinement of knowledge in practice. I would like to contribute to the development of the association as a discussion platform, to increase the involvement of SPIBA participants in its work.

In my opinion, meetings of company leaders should be extremely effective, stimulating the personal and professional growth of all participants. Such efficiency could be ensured by creating opportunities for greater acquaintance and trust among SPIBA members. This will allow for open and sharp discussions on topics that are relevant and meaningful for the participants.

Long-term planning of SPIBA activities is also an important area. Careful and early planning of the calendar of events can certainly increase the involvement of participants.

Work at Bonava allowed me to dive deeply into the best business practices in Northern Europe and Scandinavia in the field of real estate development and management in general. I will be happy to share the experience of our company in sustainable development, HR management, as well as tell about our journey in changing the housing market, based on knowing and understanding our clients and their needs.

For any business, and for our company in particular, the importance of internal communications and digitalisation has suddenly increased this year. It would be interesting for us to present our developments and see the experience of companies from other industry sectors. And, of course, we are ready to present Bonava projects to SPIBA participants and are keen to tell about a unique customer journey created by the Bonava team.

Maria Chernaya,  
Director General Bonava Saint-Petersburg LLC

Born in 1977 in Saint-Petersburg.

In 1999 graduated from the Saint-Petersburg State University, Law Department. Academic degree in Commercial Law.

IFL Executive Education diploma from the Stockholm School of Economics.

Professional career:

- January 2017 – Director General Bonava Saint-Petersburg LLC;
- May – December 2016 – Deputy Director General Bonava Saint-Petersburg LLC;
- 2009 – 2016 – Head of Legal Department NCC Real Estate (Russia);
- 2005 -2008 – Lawyer, NCC Real Estate (Russia);
- 2001 -2003 – Advisor to the Judicial Administrator OJSC Samson;
- 1999 – 2001 – Lawyer, principal specialist, the City Property Management Committee

Mother of a son and a daughter.